

A1  
cont

2. (once amended) A method in accordance with Claim 1 wherein the step of providing pre-determined desired qualities for a candidate further comprises the step of storing the pre-determined desired qualities for a candidate within the database, the desired qualities include at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

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A2

4. (once amended) A method in accordance with Claim 1 wherein said step of normalizing the characteristics further comprises the steps of:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by a pre-determined value representing a total amount possible.

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6. (once amended) A selection system for determining candidates to interview, said system comprising:

a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate;

a processor programmed to:

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

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7. (once amended) A selection system in accordance with Claim 6 wherein said pre-determined desired qualities comprise at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

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2. (once amended) Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:

generate a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate;

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

13. (once amended) Apparatus in accordance with Claim 12 wherein said pre-determined desired qualities comprise at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

16. (once amended) Apparatus in accordance with Claim 12 wherein said processor is further programmed to rank each candidate by:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by an amount representing a pre-determined possible total.

#### Remarks

The Office Action mailed October 3, 2002 has been carefully reviewed and the foregoing amendment has been made in consequence thereof. Submitted herewith is a Submission of Marked Up Claims.

Claims 1-18 are pending in this application. Claims 1-18 stand rejected.